

AVIATION AP LEADERSHIP



RADM Bert Johnston
04 APRIL 2003



AGENDA

- CURRENT AVIATION AP FLAGS
- AVIATION AP FLAG MAKERS
- NAVAIR COMMAND SLATING PANEL
- CAPTAIN COMMAND STATISTICS



AVIATION AP FLAGS -- 12

VADM Dyer (1500)

Commander NAVAIR

RADM Newsome (1310)

Dir, Navy IPO

RADM Chenevey (1310)
UAVs

PEO(W) -- Strike Weapons &

RADM Boyington (1310)

CNATRA

RADM Fisher (1500)

Dir, Naval Space Technology

RADM Massenburg (1310)

AIR-6.0 Industrial Ops

RADM Johnston (1500)

Vice Commander NAVAIR

RADM Godwin (1310)

PEO(T) -- Tactical Aircraft Programs

RDML Enewold (1500)
Fighter

PEO(JSF) -- Joint Strike

RDML Heely (1310)

NAVAIR Aircraft Division

RDML Bachmann (1500)

AIR-3.0 Logistics

NAVAIR, SPAWAR, JSF -- 11 of 12 AVIATION AP F

RDML Venlet (1500)

NAVAIR Weapons Division

FY03



AVIATION AP FLAG BILLETS -- 13 (14)

AVIATION AP FLAG BILLETS	Oct-02		Mar-03
AIR 00	Dyer		Dyer
VICE CDR	Johnston		Johnston
SPAWAR	Fisher		Fisher
1.0	Balderson		Odell
3.0	Massenburg		Bachmann
4.0/AD	Heely		Heely
5.0/WD	Bachmann		Venlet
6.0	Heilman		Massenburg
PEO(A)	Mr. Laux		Mr. Laux
PEO(W)	Chenevey		Chenevey
PEO(T)	Godwin		Godwin
J SF	Enewold		Enewold
NAVY INTL PROG OFFICE	Newsome		Newsome
NAVAL FIRES NETWORK (NFN)			

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***W/IN ONE YR, 6 POTENTIAL AVN AP FLAG MOVES**



AVIATION AP FLAG SITUM

- 6 potential Aviation AP FLAG moves upcoming
- Recent FY04 RDML Selection Board:
 - **Counting** on 1 AED FLAG select
 - **Hoping** for at least 1 URL AP FLAG select
- Providing input to FLAG MATTERS for FY05 FLAG Plan
- Regarding future FLAG Officer movements within NAVAIR?

...We wait patiently!



Current AED Flag Career Paths

NAV  AIR

	DYER ***	FISHER **	JOHNSTON **
	NAVAIR-00 6/00	Dir Naval Space Tech Programs (PD-14) 3/99	Vice CDR, NAVAIR 12/01
	NAWCAD 7/97	NAWCWD 12/97	NAWCWD 1/99
06 ↑ ↓	PMA-265 (ACAT-ID) 1/94	MPM Adv. Devel/ Special Sys (ACAT I) 2/94	PMA-201 (ACAT-IC) 8/96
05 ↑ ↓	Navy CTP; CDR, Flt Test & Eng Grp 8/92		
	EA to NAVAIR 3/90	Deputy PM, Special Sys 2/93	Dir Engineering NAWCAD/ TP 1/95
6	Deputy PM, PMA 265	Project Officer,	Deputy PM, PMA 265



Current AED Flag Career



Paths

			ENEWOLD *	BACHMANN *	VENLET *
			Deputy Dir, JSF 2/02	NAVAIR-3.0 2/03 LOGISTICS	NAWCWD 3/02
			PEO (A) 12/00	NAWCWD 9/01	
			SECDEF Corp Fellowship Prg 1/00	NAVAIR-6.0 7/00 Executive Director	PMA-259 (ACAT-1) 4/99
			PMA-234 (ACAT II) 4/97	Head Avn Maint, OPNAV 8/98	Deputy PM, PMA-265 2/97
			PMA-202 8/94 (ACAT III/IV)	MPM NTCSS/ PD-14 (ACAT I) 11/95	

↑
06

↓

↑
05

↓
7



Current Aviation URL AP Flag Career Paths

	NEWSOME **	CHENEVEY**	BOYINGTON* *
	DIR, NAVY IPO 1/02	PEO (W) 1/99	CNATRA 10/00
	PEO (A) 1/98	NAVAIR-6.0 12/97	COMPATRECON- FORLANT / 8/98
↑ 06 ↓	CPWINGPAC/CTF- 12 8/96; NAWCAD 10/95	NAWCWD 7/96	CDR MINE WARFARE
↑ 05 ↓	PMA-290 (ACAT-1) 2/91	PMA-201 (ACAT-I) 5/93	COMICEDEFOR 9/96
		Mil Dir, NAWCWD 7/92	CPWING 1/CTF- 72,57 9/94
8	DIR AIR/ASW, ASN(RD&A) 1/00	F/A-18 Class Desk NAVAIR 8/89	P-3 REQ OFF 7/92



Current Aviation URL AP NAV AIR

Flag Career Paths

	MASSENBUR G**	GODWIN **	HEELY *
	NAVAIR-6.0 6/03	PEO (T) 5/00	NAWCAD 8/00
↑	NAVAIR-3.0 2/99		
06	PMA-290 (ACAT-I) 4/95	PMA-265 (ACAT-ID) 4/97	PMA-273 (ACAT-II) 2/97
↓	DEPUTY PM PMA-290 6/93	EA to NAVAIR 1/96	DEPUTY PM PMA-265 5/96
05	BRANCH CHIEF DIR (J-8) JCS 6/90	DEPUTY PM PMA-265 1/95	F/A-18 CLASS DESK NAVAIR 7/94
↓	NAVAIR-6.0 6/03	PEO (T) 5/00	NAWCAD 8/00
9	NAVAIR-3.0 2/99		
	PMA-290 (ACAT-I) 4/95	PMA-265 (ACAT-ID) 4/97	PMA-273 (ACAT-II) 2/97
	DEPUTY PM PMA-290 6/93	EA to NAVAIR 1/96	DEPUTY PM PMA-265 5/96
	BRANCH CHIEF DIR (J-8) JCS 6/90	DEPUTY PM PMA-265 1/95	F/A-18 CLASS DESK NAVAIR 7/94
	NAVAIR-6.0 6/03	PEO (T) 5/00	NAWCAD 8/00



MAKING OF AN AVIATION AP FLAG

“Common Threads”

AED

- NAVAIR HQTRS
- SPAWAR HQTRS
- Major Prog Mgr
 - ACAT I / II

URL AP

- NAVAIR HQTRS
- Major Prog Mgr
 - ACAT I / II
- O-5 CMD



MAKING OF AN AVIATION AP FLAG

- ✓ • Analysis of current Aviation AP FLAG career paths
 - AED (1500)
 - URL AP (13XX)
- Typical Officer Promotion Flow



The chart illustrates the career progression of a commissioned officer based on years of service. The x-axis represents 'YEARS COMMISSIONED SERVICE (YCS)' from 5 to 35, and the y-axis represents pay grades from O3 to O8. The progression is as follows:

Pay Grade	Years of Service Range	Eligibility Window
O3	5 - 10	-
O4	10 - 15	-
O5	15 - 21	Eligible O-7 (2 yrs TIG)
O6	21 - 26	Eligible O-7 (2 yrs TIG)
O7	26 - 29	Select O-7 (24-25 YCS)
O8	29 - 35	-

Icons representing each pay grade are shown above the corresponding steps: O4 (3 stripes, 1 star), O5 (4 stripes, 1 star), O6 (5 stripes, 1 star), O7 (6 stripes, 1 star), and O8 (7 stripes, 2 stars).



FY04 RDML Selection Board

- Extremely competitive to make FLAG
- FY04 RDML Selection Board DATA

AED

- Total Eligible -- 51
- Initial Eligible -- 18

SELECT 1

1.96% Opportunity

URL

- Total Eligible -- 1017
- No guarantee that an URL AP FLAG is selected.

SELECT 20

1.97% Opportunity



BREAKDOWN OF 51 AED ELIGIBLE CAPTAINS for FY04 RDML BOARD

OFFICERS WITH COMMAND (O-5 OR O-6)	49	
OFFICERS WITH AT LEAST ONE O-6 COMMAND	39	
PROGRAM MANAGERS	22	
ACAT I		7
ACAT II		9
ACAT III/IV		6
SHORE COMMAND	19	1-
DEPOTS		6
NAWC TRAINING SYS DIV		1
TESTWING COMMODORES		2
BASE COMMANDERS		2
DCMA		6
NAMTRAGRU		2
OFFICERS WITH ONLY O-5 COMMAND	1	
OFFICERS WITHOUT ANY COMMAND	11	
ASTRONAUT		1
PERMANENT MILITARY PROFESSOR		1
OFFICERS WITH BOTH O-5 AND O-6 COMMAND	6	

1 - BOTH O-6 PM & SHORE CMD

**31% ACAT I /
II
(16 of 51)**

**78% ACQ
CMD
(40 of 51)**

Historical Flag Makers



Aviation AP Captains

- **URL AP Captains are difficult to grow**
 - Balance Fleet experience with acquisition time to maintain promotion opportunity and career progression
 - Long incubation time
 - Formal education and training requirements
 - Fleet perception
- **Retention of AED /AMD Captains**
 - Impressive retention of 1520-sourced
 - Continue to improve retention of 1510-sourced



Demand for AP Captains

- NAVAIR is facing a shortage of qualified military Acquisition Professionals with required skill sets to meet our personnel requirements at NAVAIR and PEO's
- Need leaders in Major Program Management and Major Shore Command to fill AED /AMD and URL billets
- Challenges you face will be eye watering



Command Opportunities

O-6 Program Management Management

**36 PROGRAMS
POINT)**

(14 ACAT I / 10 ACAT II / 12 Other)

O-6 Shore Command (16) Command (12)

CDR TESTWINGLANT

**CDR TESTWINGPAC
BETHPAGE / JAPAN)**

**NADEP's (NI / JAX / CHERRY PT)
SQUADRON**

**CO NAVAIR ORLANDO
(ROTARY)**

**DCMA (VAN NUYS / FT WORTH / ST. LOUIS
(PT MUGU)**

SIKORSKY / ST. AUGUSTINE / LYNN)

O-5 Program

PMA-226 (CHERRY

O-5 Shore

TPS

DCMA (OWEGO /

CO TEST

VX-20 (FORCE), HX-21

VX-23 STRIKE, VX-30

VX-31 (CHINA LK)



NAVAIR Command Slate Proces

SCHEDULE

- Each Slating Panel announced via NAVADMIN
- NAVAIR ACQUISITION COMMAND LIST
updated on the AEDO WEBPAGE:

www.persnet.navy.mil/pers446/p446_webpage.htm

- SELECT "NAVAIR SLATE"
- 3 worksheet Excel file
 - O-6 Program Management positions
 - O-6 Acquisition Shore Commands
 - O-5 Acquisition Commands
- Predicted Slating dates for all commands
and PRD of incumbent



NAVAIR Command Slate Process

- Open to AED/AMD, AP URL's, Marines and Civilians
- Application based process -- must submit an application
- Membership consists of NAVAIR Flags, CNAF Flag representation, SES's as well as USMC Flags if USMC programs/candidates
- Typically conduct two slates per year (Spring / Fall)
- Administered similar to an admin board
- 19. • Know what you WANT and meet the



ACQUISITION COMMAND QUALIFICATIONS

- **ALL NAVAIR command billets (Program Management and Shore Commands) are termed Critical Acquisition Position (CAP) Billets.**
- **All CAP billets require at least:**
 - **Acquisition Professional Community (APC) Membership.**
 - **DAWIA LEVEL III Certification in the particular career field within 18 months of taking that position.**
- **More stringent requirements for ACAT I & II O-6 PM positions.**

SECNAV INST 5300.36



REQUIREMENTS FOR ACAT I & II O-6 PM POSITIONS

- **APC Member**

SECNAVINST 5300.36

- **Experience:**

- **ACAT I** -- 8 years acquisition experience, 4 of which were performed in a program office or similar organization (2 have to be in a program office)--within 6 months.
- **ACAT II** – 6 years acquisition experience.

- **Training:**

- Level III PM Certification (includes PMT 301, 302 or 352); after AWOC approval PMT-401/402 within 6 months.

- **Tenure Agreement:**

- **ACAT I** – 4 years or through completion of next Milestone closest to 4 years;
- **ACAT II** – 3 years



ACAT I Program Office Time QUALIFICATIONS

Program Office Time: **ACTUAL vs SIMILAR**

- 2 of 4 years must be ACTUAL program office time
- **ACTUAL** program office time:
 - **Dedicated Program office billets**
 - Ex. PMA-231 IPT lead, DPM Med Range UAV
 - **System competency positions “matrixed-out” to a PM**
 - Ex. AIR-4.0 Class Desk/ASPO; AIR-3.0 APML/DAPML
 - **PEO Staff positions “matrixed-out” to a PM office or PEO dedicated to a PM**
 - Ex. PEO JSF



ACAT I Program Office Time

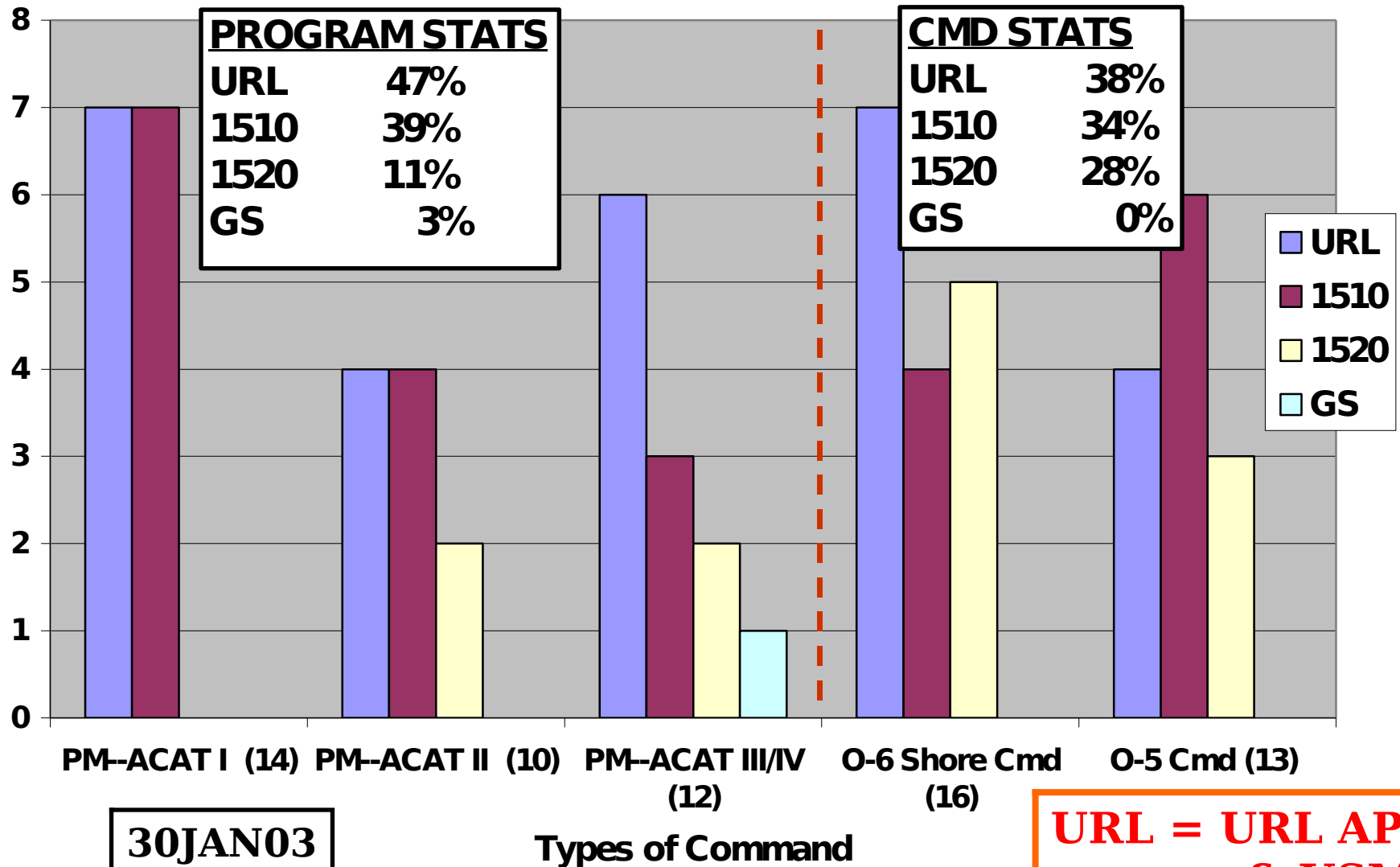
QUALIFICATIONS (cont)

Program Office Time: ACTUAL vs SIMILAR

- **SIMILAR** program office time:
 - **Cost, Schedule, & Performance issues, frequent coordination w/PM, and equivalent responsibility positions.**
 - **Various PEO OPNAV staff positions w/ freq PM coordination**
 - Ex PEO OPS, BFM positions, OPNAV TMS Req Officers
 - **24 months of CO/CTP command tour at test squadrons**
 - Ex. VX-20,-23,-30, -31, HX-21;
 - Note: TPS (Only 18 months).
 - **CO Tour at NAMRA & NAPRA**

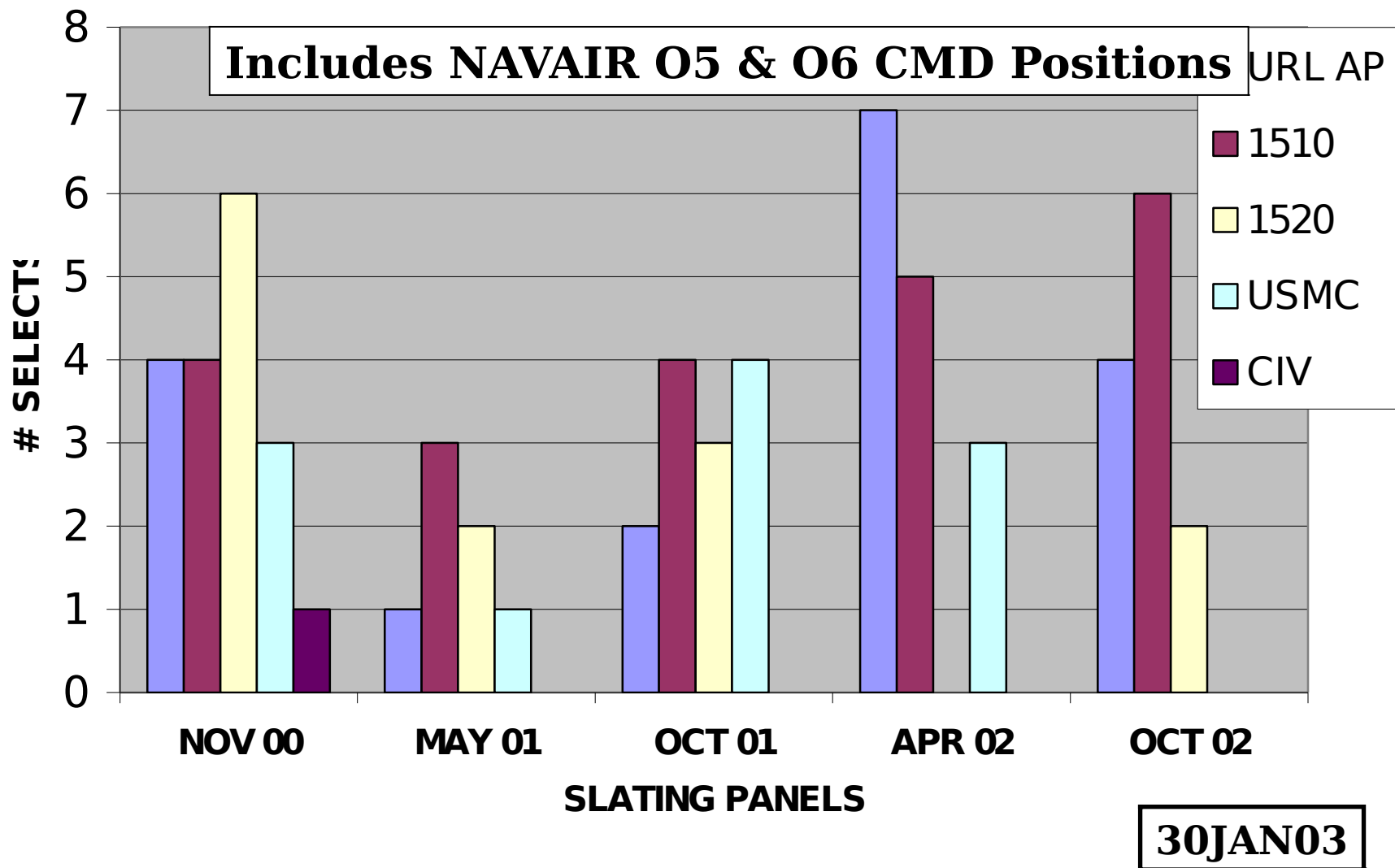


NAVAIR COMMAND SLATE LEADERSHIP POSITIONS (BREAKDOWN BY DESIGNATION)



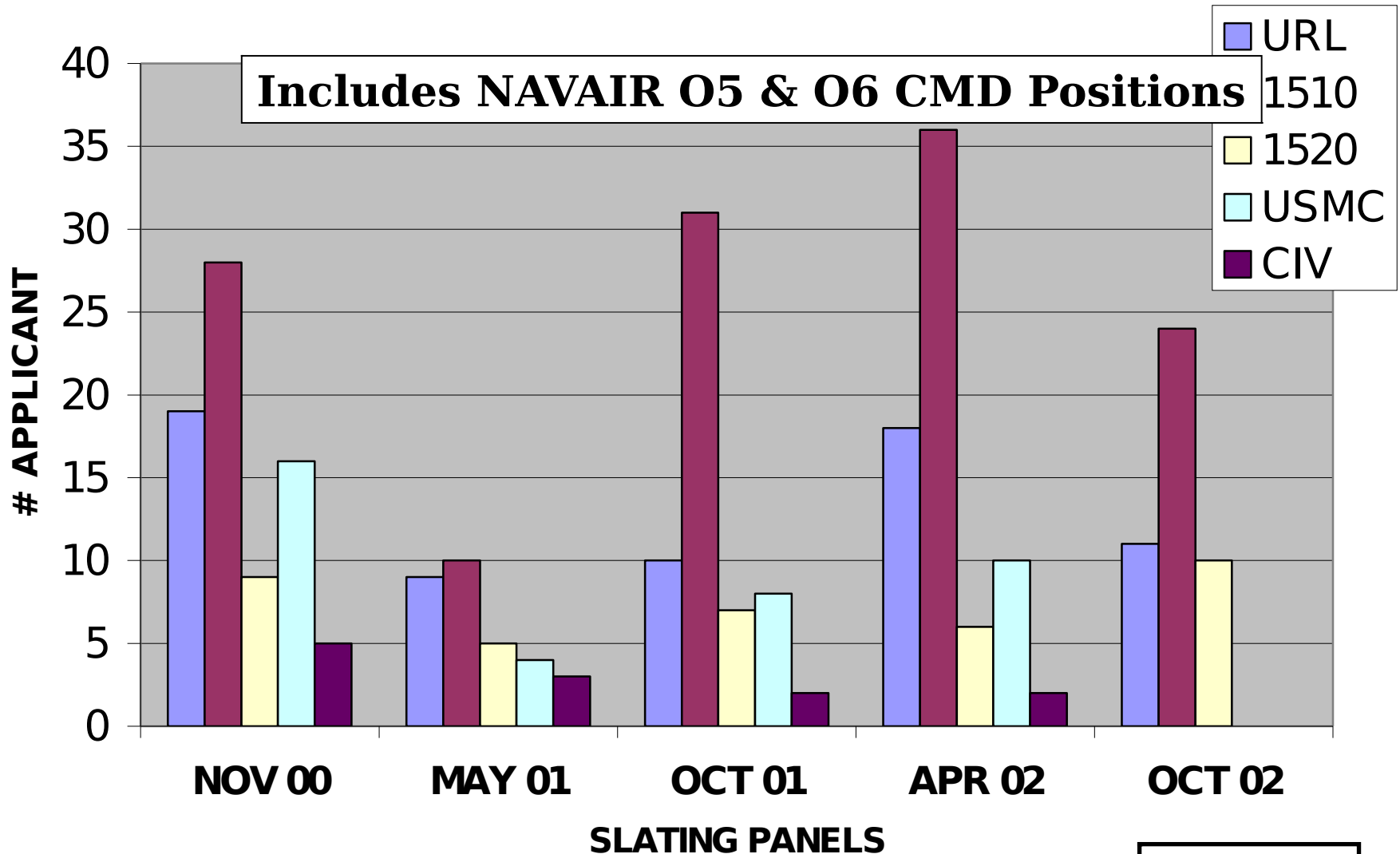


SELECTS -- RECENT NAVAIR SLATING PANELS





APPLICANTS -- RECENT NAVAIR SLATING PANELS



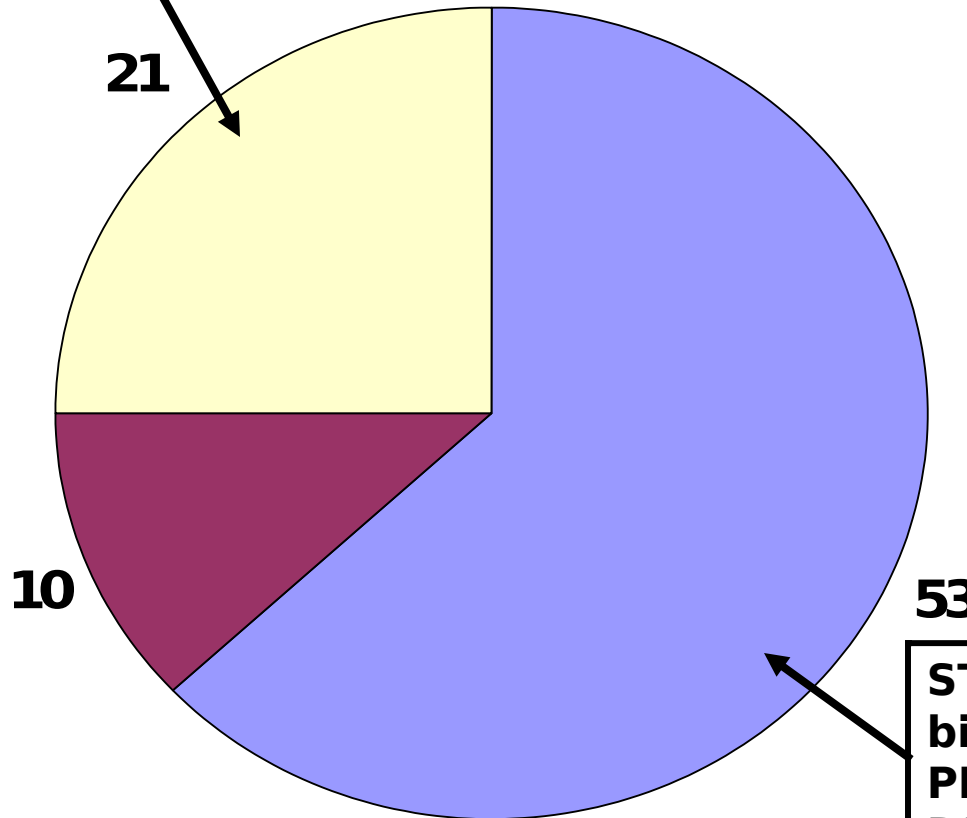
30JAN03



AEDO/AMDO CAPTAINS

84 Captains as of 30JAN03

18 NAVAIR Slated
3 SPAWAR Slated



STAFF

ACQ
SHORE
CMD

PM

STAFF -- Not in CO
billet (DPMs, AIR-X.X,
PEO Staff, WD, AD,
DEPOT (XO, Prod
Officer, etc.)

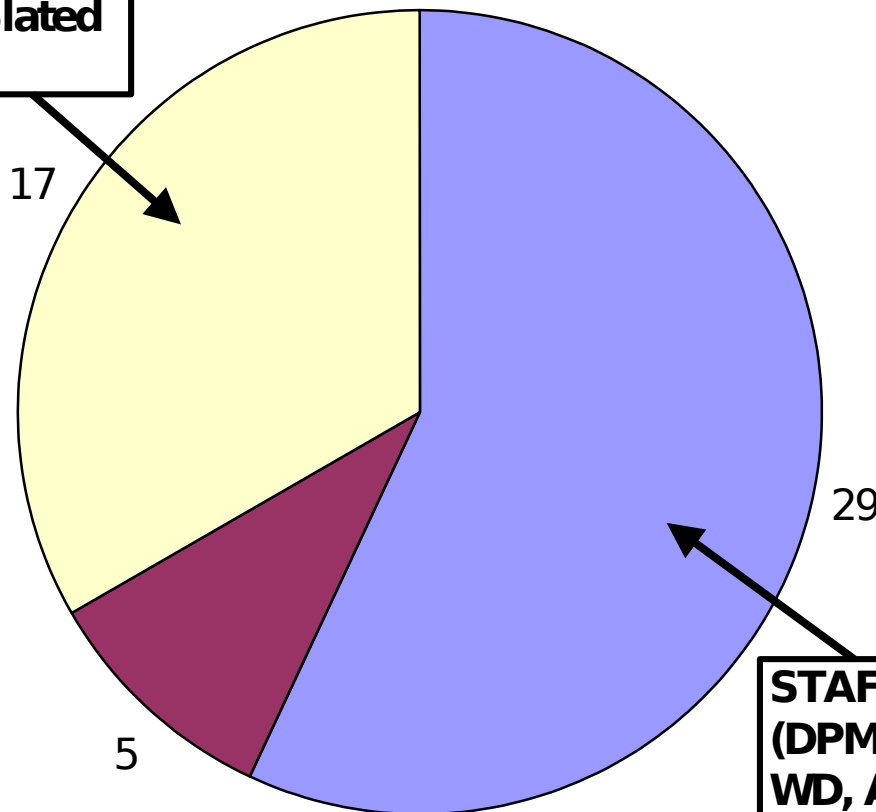
37% (31 of 84) in ACQ
COMMAND



CURRENT AEDO CAPTAINS

51 Captains as of 30JAN03

14 NAVAIR Slated
3 SPAWAR



■ STAFF
(other)

■ SHORE
CMD

■ PM

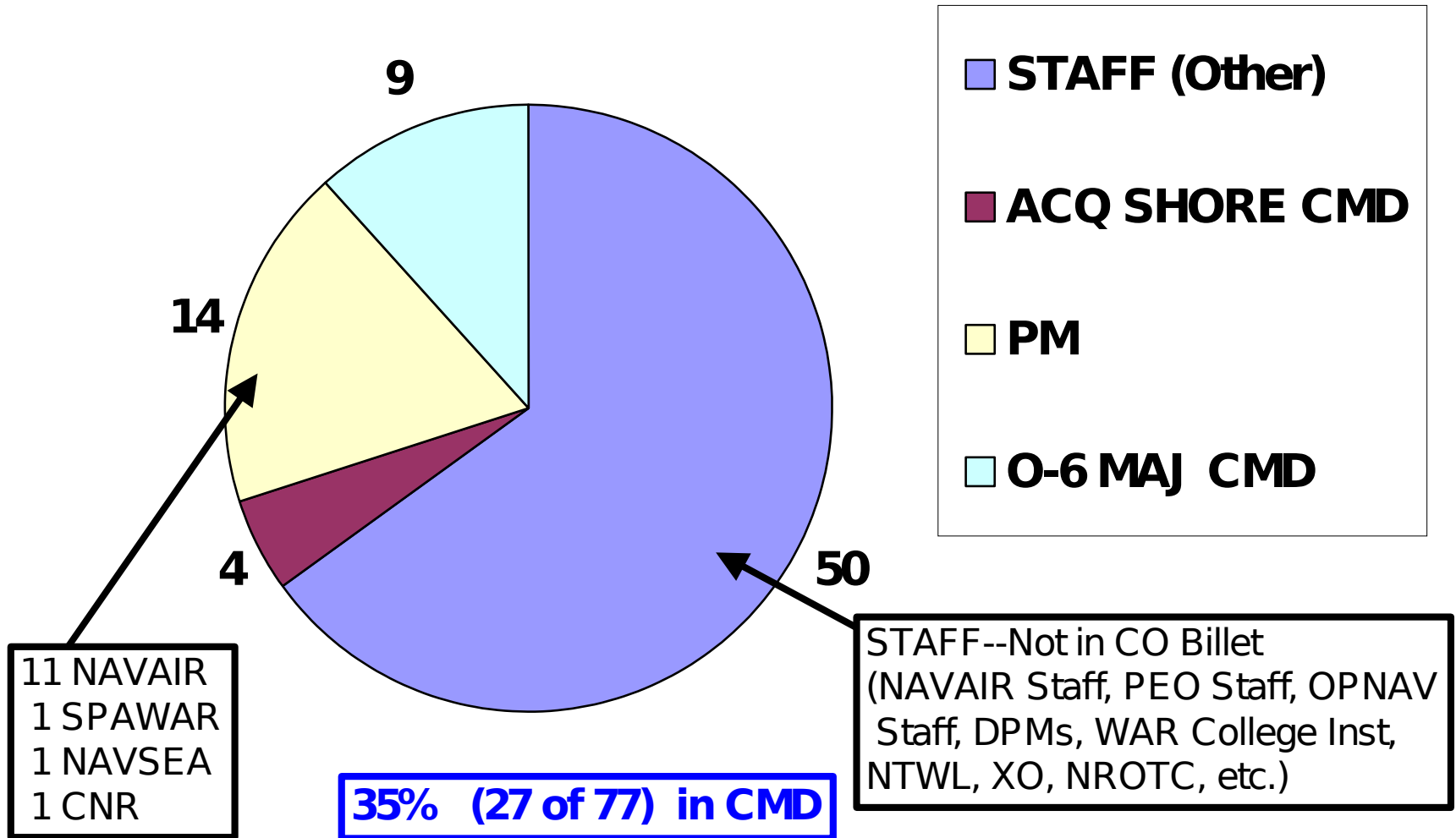
STAFF -- Not in CO billet
(DPMs, AIR-X.X, PEO Staff,
WD, AD, DEPOT (XO, Prod
Officer, etc.)

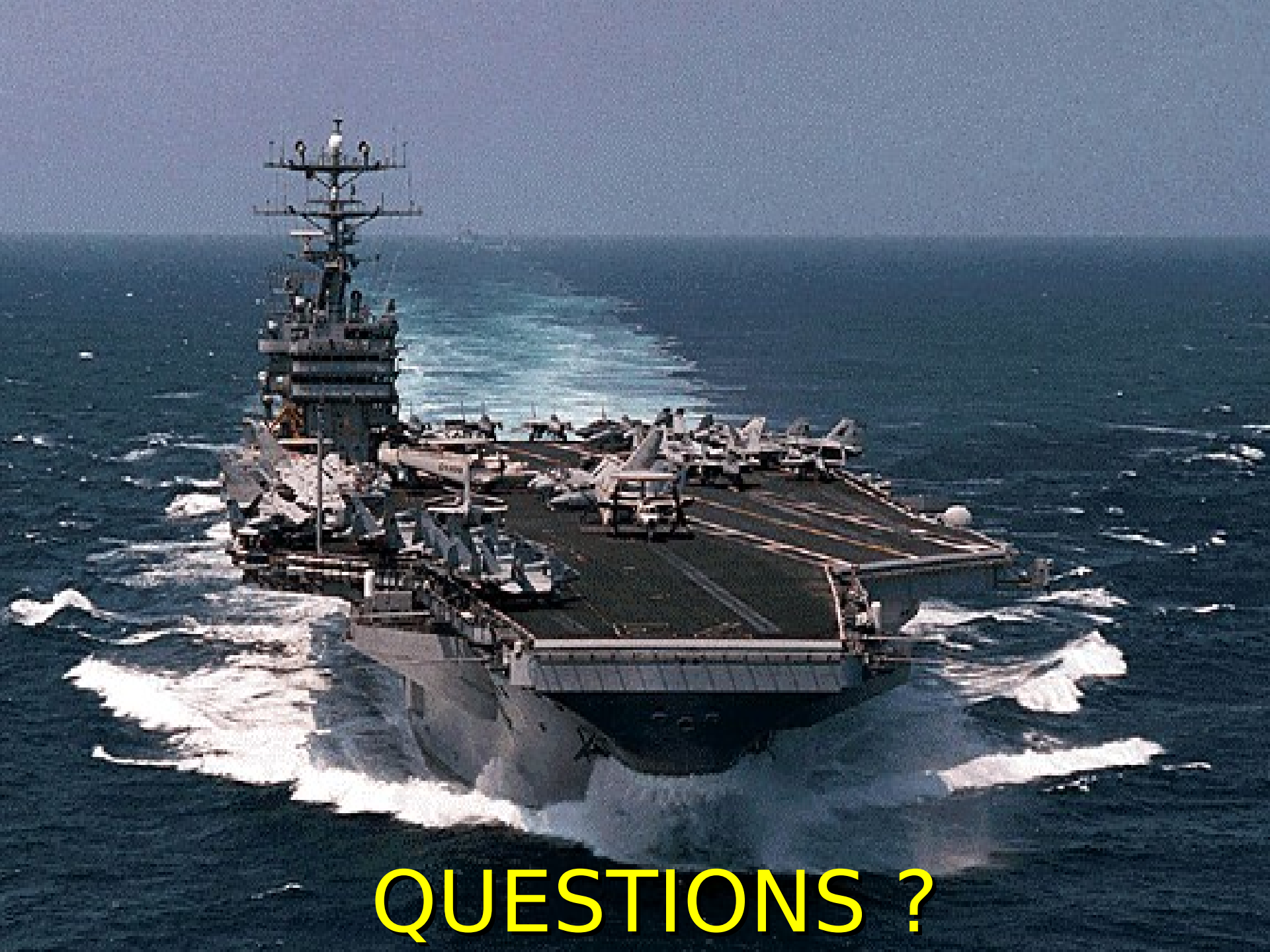
43% (22 of 51) in ACQ COMMAND



URL AVIATION AP CAPTAINS

(77 as of Feb03)





QUESTIONS ?



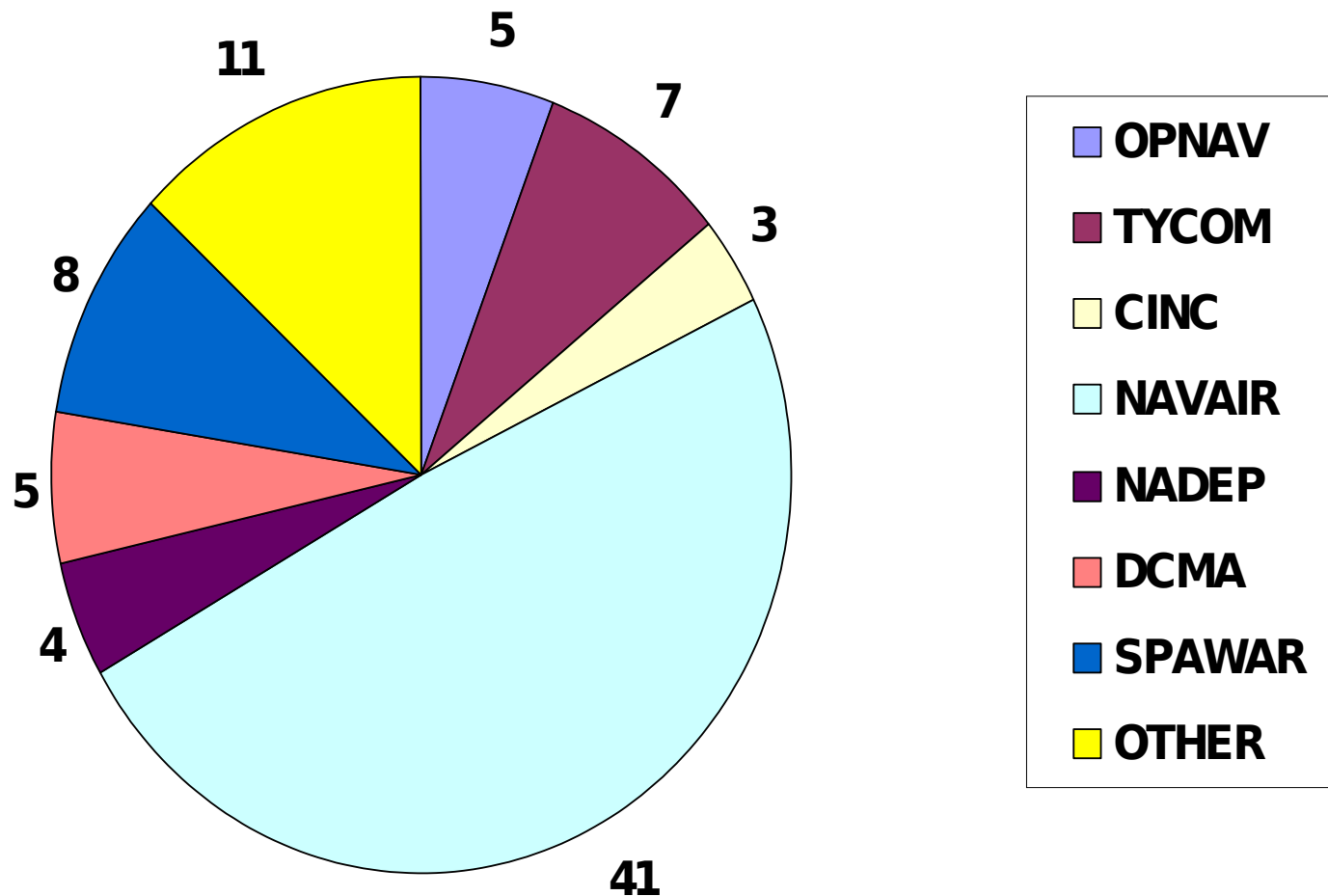
BACK-UP SLIDES



AED/AMD CAPT Locations by Constituents

“Another Look”

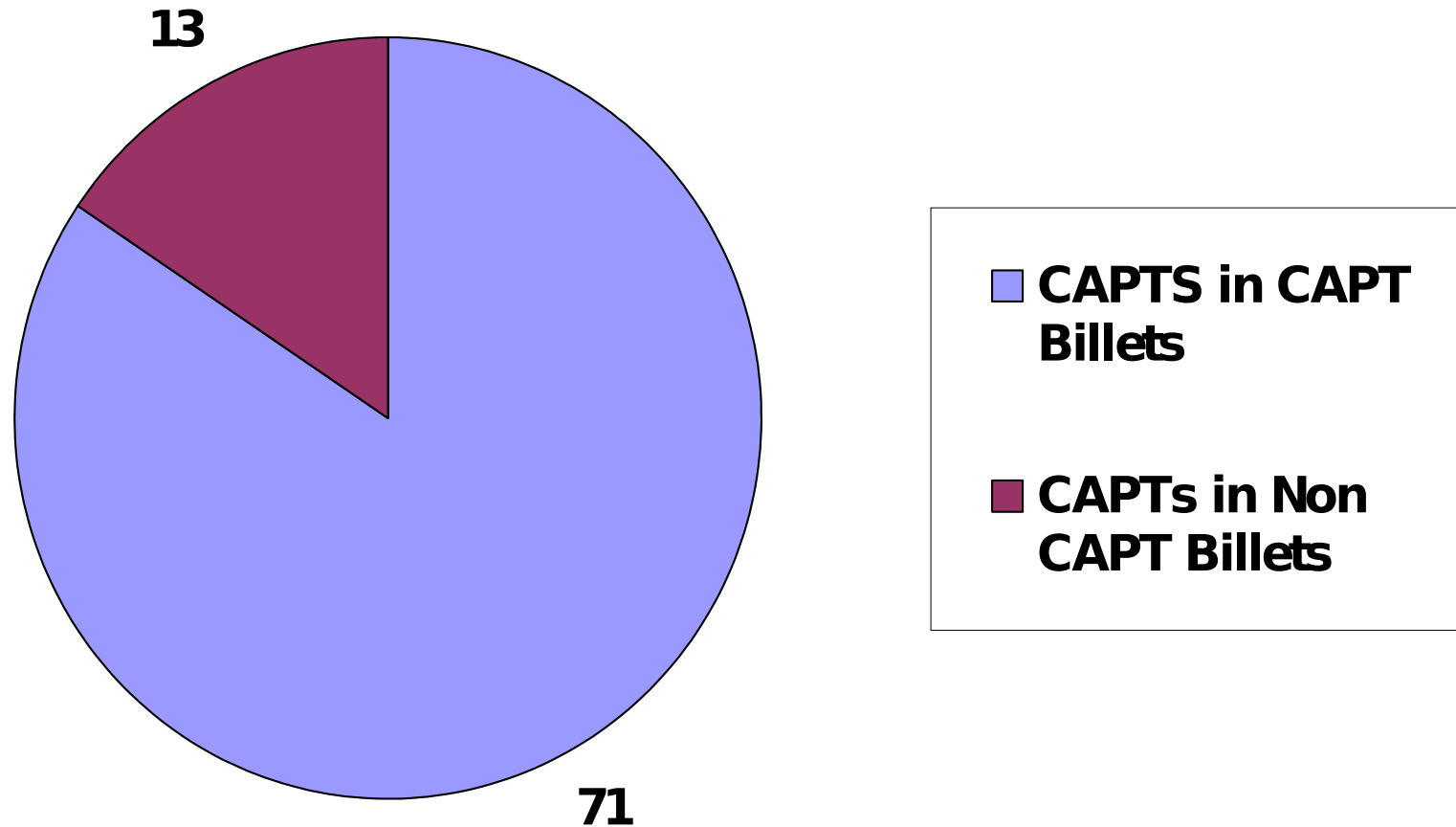
30JAN03





Billet Assignments (AED CAPTs)

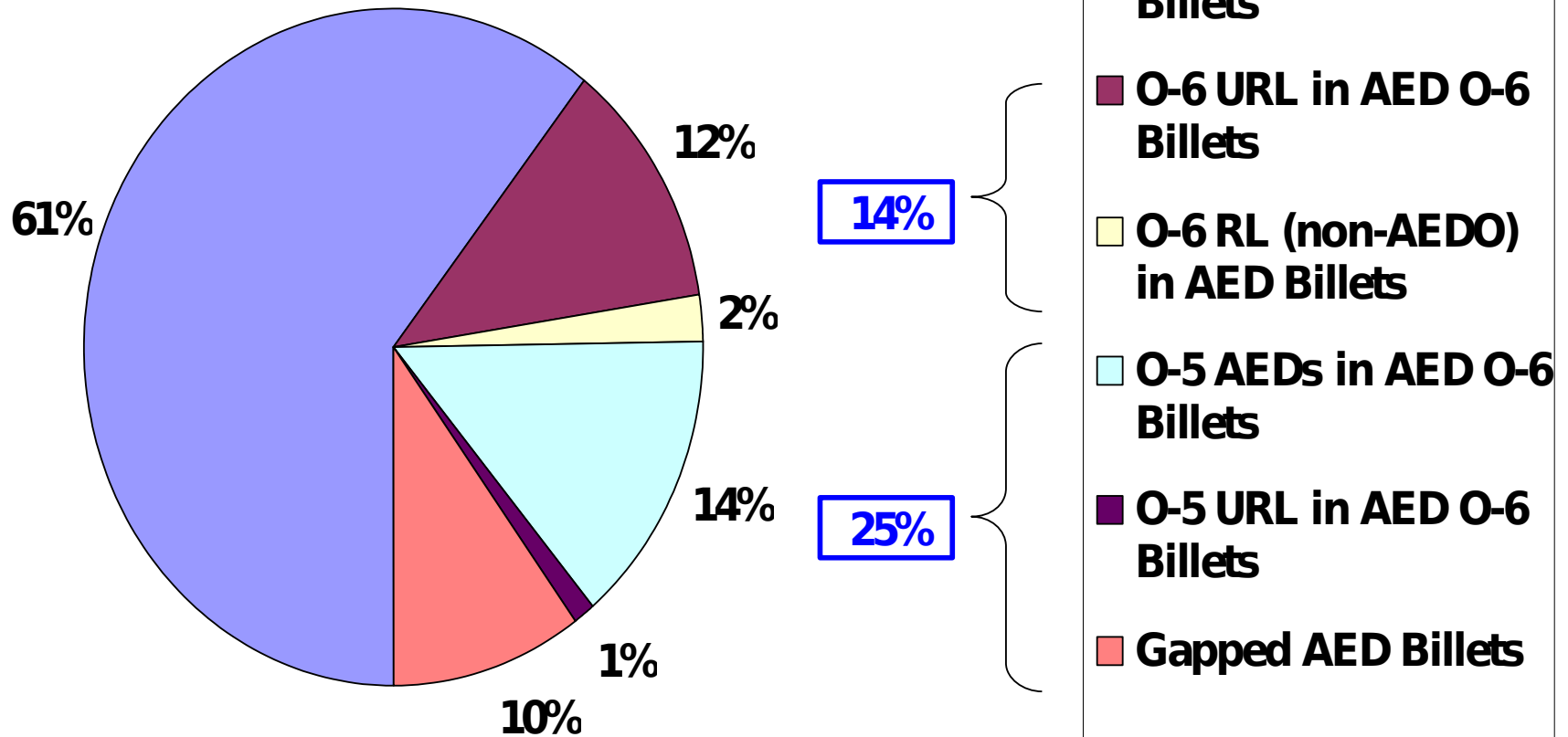
30JAN03





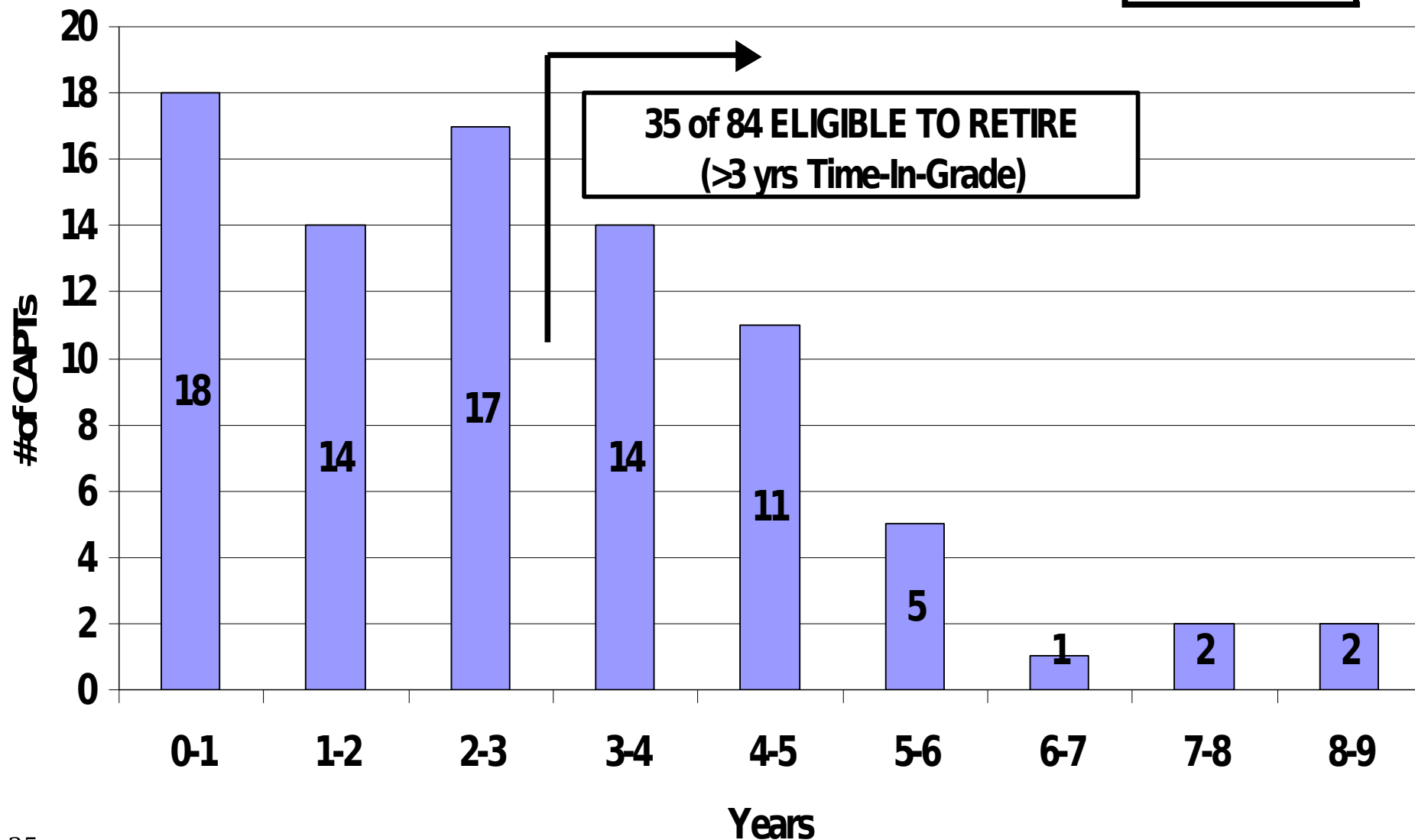
91 AED CAPT BILLETS (1500, 1510 & 1520)

30JAN03



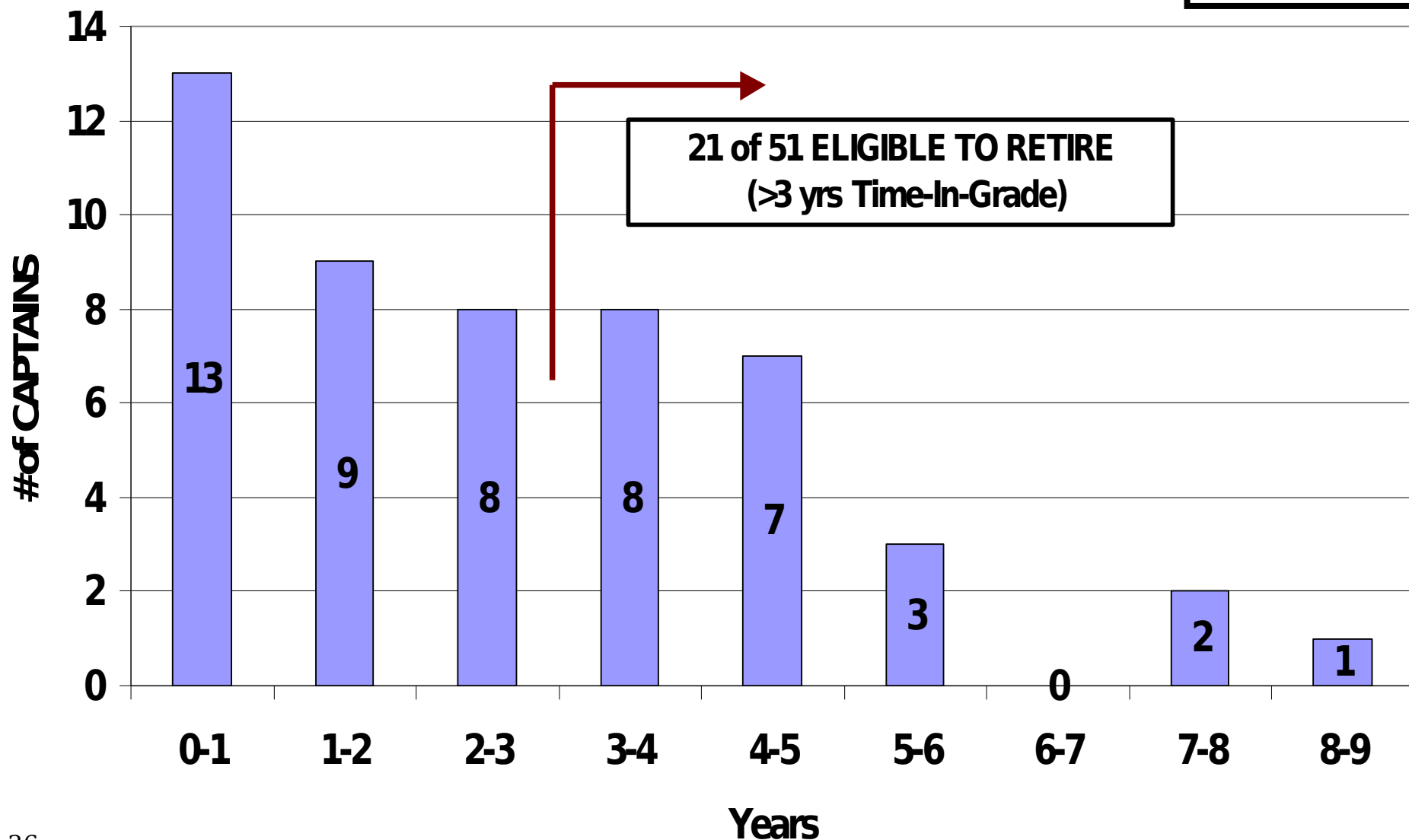


AED/AMD CAPT Time in Grade

30JAN03



AEDO CAPT Time in Grade

30JAN03



AMDO CAPT Time in Grade

30JAN03



Leadership

- Integrity
- A clear mind (seek wise counsel)
- A cheerful disposition
- A discreet tongue (loyalty)
- Keen judgement
 - discernment
 - proper time/place/procedure
 - calm
 - intuition (spontaneous “savvy”)
- Humble



URL AVIATION AP CAPTAINS

77 URL AP CAPTAINS (as of 20FEB03)

- O-5 Aviation Command - 73 (95%)
 - **4 without O-5 Aviation Command:**
 - 1 CO TPS (ACQ Command)
 - 1 Astronaut
- O-6 Aviation Command - 9
 - **CVW-5, CVN-65, PCO CVN-69, CVWR-20, AOE-7, CO Lemoore, CO NAS Whiting, PCO NAS Kingsville, CAEWWP**
- Declined Major Command - 4
- Retirement LTR - 7

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